



SCHOOL EDUCATION IN WEST BENGAL

1984

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INTRODUCTION

A number of Education Commissions have given valuable recommendations since independence and a huge amount of money also been spent for the introduction of mass and scientific education in the country. But many serious issues still remain to be resolved in the field of education. All these issues demand effective steps by the administration and the planning apparatus.

Education is in the concurrent list in the Seventh Schedule of Indian Constitution which is constricting for the state government. Besides, financial constraints of the State Governments and particularly West Bengal, make it hardly possible to attempt to resolve all these questions.

Despite these, the Left Front Government of West Bengal since its installation in this State in 1977, has taken a good number of significant steps in the arena of education. The per capita expenditure to be incurred by the State Government in the current financial year for education will be Rs. 85 as against the Union Government rate of Rs. 5/-. Total Education Budget of the State Govt. for the current year is over Rs. 459.00 crores and of its plan-Budget over Rs. 70 crores. The percentage of plan Budget on this head is always above 15 from 1977-78.

Democratisation of the administration of education and expansion of education have been given proper importance by the Left Front Govt. This has generated a good deal of interest within and outside West Bengal and the purpose of bringing out this document is to acquaint the interested people with different aspects of educational development in this state.

I hope the endeavour to publish the book will be appreciated.

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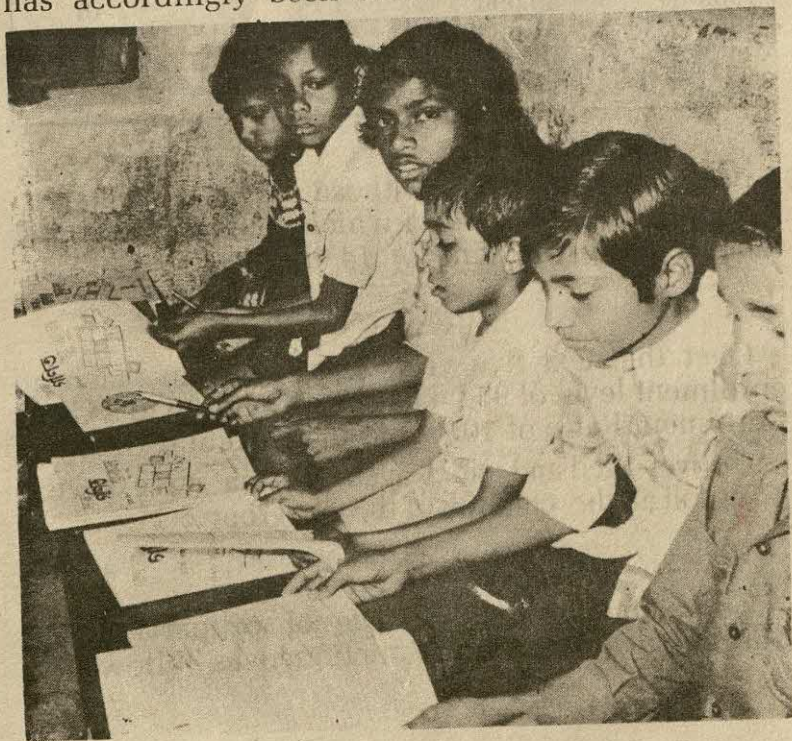


Pre-Primary Education

It has not yet been possible for the State Government to make sufficient provision for enrolling at least the willing number of children of age-group 3-6, though a good number of them used to attend nearby Primary Schools without being enrolled. At present the total number of recognised pre-primary or pre-basic institutions is 186 with 519 teachers and 21,200 students of this age group.

Primary Education

Utmost emphasis has been given by the Left Front Government for liquidation of illiteracy and due care has accordingly been taken for the expansion of



primary education in the state and this will be revealed from the Table I.

Table I

Year	Number of Primary School	Enrolment in age-group 6- 11 in lakhs	Gross Enrolment Percentage to total child population of the same age- group
*1947-48	13,950	10.44	
1977-78	42,881	59.93	84.34
1978-79	43,849	61.03	84.90
1979-80	45,645	63.99	85.30
1980-81	46,248	65.95	88.58
1981-82	47,626	67.99	89.12
1982-83	48,891	70.13	89.91
1983-84	50,098	73.75	92.48
1984-85	51,800	77.04	94.31
(target)			

*These figures exclude those of two districts viz. Cooch-Bihar and Purulia which were subsequently merged with this state of 14 districts.

Over the next five years the aim is to reach an enrolment level of 95 lakhs corresponding to a Gross Enrolment Ratio of 105%. At the current estimate of 10% over-aged and under-aged children, it is expected to enroll all the children of the age-group 6-11.

To overcome the shortage of primary-schools, additional quotas were sanctioned as follows:

Tabel II
New Quotas

<u>Year</u>	<u>Quotas of Primary Schools sanctioned</u>		
	Rural	Urban	Total
1977-78	800	200	1,000
1978-79	1,000	200	1,200
1979-80	1,000	200	1,200
1980-81	1,000	200	1,200
1981-82	1,000	200	1,200
1982-83	nil	nil	nil
1983-84	1,084	216	1,300
1984-85 (target)	1,500	300	1,800
Total:	7,384	1,516	8,900

The quota could not be fully utilised due to certain court injunctions upon the state government but the unutilised quota of 1278 schools for the period prior to 1977-78 has been utilised.

Urban rural dichotomy

There was imbalance between the facility of Primary Schooling in rural and urban areas, but the Left Front Government took effort to bring down this imbalance.

Table III

Rural-urban breakup of Primary Schools and enrolment in the state over 1978-82.

<u>As on 30.9.78</u>			<u>As on 30.9.82</u>		
No. of Primary Schools	Enrolm- ent in age group-6- 11 (in lakhs)	Enrolm- ent Per School	No. of Primary Schools	Enrolm- ent in age group-6- 11 (in lakhs)	Enrolm- ent Per School
Rural	36,222	43.76	41,773	54.10	129.5
Urban	6,437	14.03	7,118	16.03	225.2
Total	42,659	57.79	48,891	70.13	354.7
		338.8			Total

A major factor of non-enrolment due to physical distance of Primary School in the state has been practically eliminated. A survey conducted by the Development and Planning Department revealed that in 1976 only 3.4% of all the villages with population exceeding 300 had no primary school within 2 km. The Fourth All India Educational Survey estimated the same figure at only 0.6% on 30.9.78. The number of schoolless villages (i.e. village with population exceeding 300 and with no primary school within 1 km.) stood at 4,230 on 30.9.78, 950 on 31.3.83 and is estimated to be only 400 on 31.3.84

Equity in the Primary Education system

Access to the primary education system is naturally skewed as the rural population, the poorer sections, girls and members of Scheduled Castes and Tribes and other backward classes have limited access to the system due to socio-economic handicaps.

The rural urban dichotomy has already been brought out. The income effect has been brought out in a study conducted by the Development and Planning Department relating to 1976 data.

Table IV

Gross Enrolment percentage in the age-group 6-11 according to house-hold income groups in the state :

Annual House Hold Income (Rs.)	Below 1,000	1,000 to 2,500	2,500 to 5,000	Above 5,000
Enrolme- nt Ratio in age-group 6-11	29.36%	51.21%	71.91%	80.27

Enrolment of girls has traditionally lagged behind enrolment of boys due to social restrictions, particularly in rural areas. Even at the end of 1983-84, the gross enrolment ratio of girls in the age-group 6-11 stood at 78.50% compared to 105.60% for boys of the same age group. However several incentive schemes designed to improve access of girls to primary-education are under execution and there has been steady increase in girls enrolment ratio and the share of girls in the additional enrolment achieved each year.



Table V

Enrolment Ratios for girls and share of girls in the additional enrolment achieved in the state during 1978-84.

	30.9.78 (4th Edn. Survey)	1979-80	1980-81	1981-82	1982-83	1983-84 (Estimated)
Enrolment ratios for girls (6-11)	57.97%	68.00%	71.60%	73.00%	75.50%	78.5%
Additional Enrolment (6-11) during the year (in '000)	—	236	196	204	214	362
Additional Enrolment (6-11) of girls during the year (in '000)	—	139	124	113	157	191
Share of girls in additional enrolment	—	58.9%	63.3%	55.4%	73.4%	52.8%

Thus it is found that during the six years the ratios of girl students rose from 57.97% to 78.5% to the total student population.

Scheduled castes and Scheduled Tribes have lagged behind. However constant efforts and operation of several schmes for the benefit of Scheduled castes and Tribes have succeeded in providing a steady increase in enrolment of students belonging to these communities in age group 6-11.



Table VI

Enrolment of Scheduled castes and Tribes children in the age-group 6-11.

1978-1984

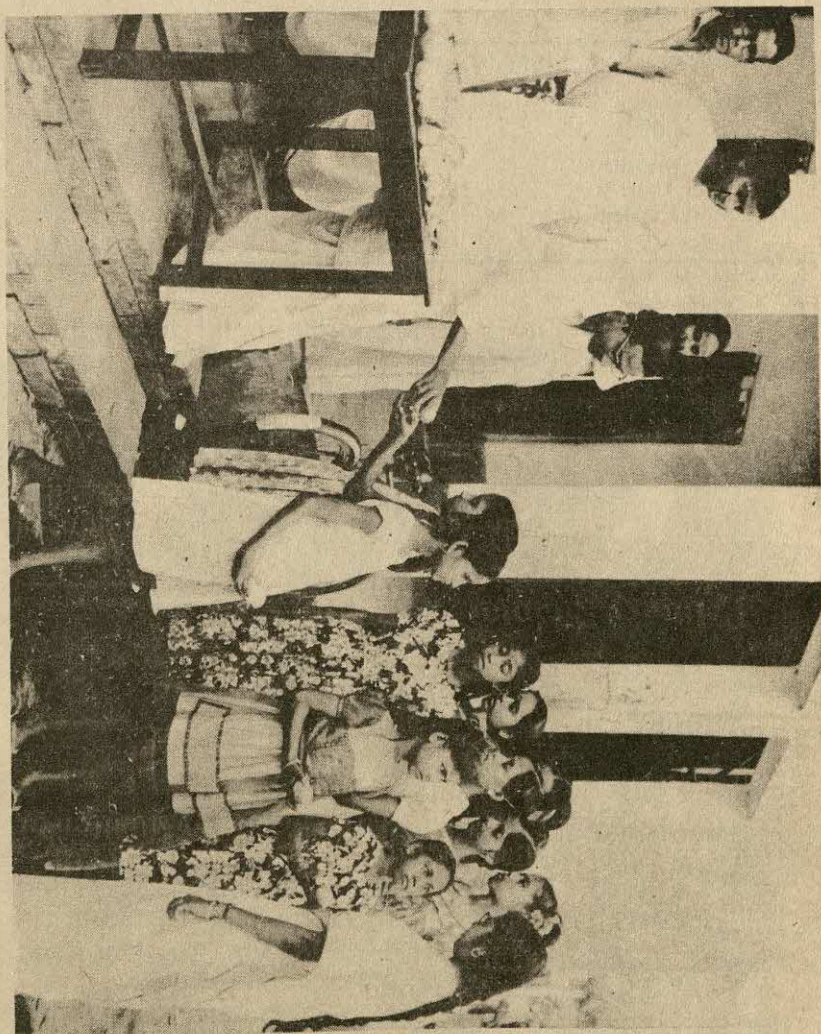
	30.9.78	1979-80	1980-81	1981-82	1982-83	1983-84
Children of S.C. enroled (in '000)	1074	1139	1168	1170	1175	1190
Children of S.T. enroled (in '000)	234	260	266	268	270	275

These figures are much happier in comparison with the all India figures and it has been made possible for various steps taken by the State Govt. during this period.

Incentive Programmes

Nutrition

The important incentive programme adopted to overcome the income factor is the Nutrition programme. The State Nutrition programme covers 29.21 lakhs beneficiaries and the CARE assisted programme 6.5 lakhs beneficiaries in 1983-84. Table VII shows the growth in scale of the nutrition programme over the past few years. Even the present coverage of 36.41 lakhs represents less than 50% coverage of primary students. Due importance has been given to make appropriate budget provisions in the future years so that full coverage under the scheme is ensured.



Tiffin being served at School

Table VII

**Growth of coverage under Nutrition Programmes
in Primary Schools in West Bengal.**

Year	1976-77	1979-80	1980-81	1981-82	1982-83
Beneficiaries (in lakhs)	10.87	30.71	35.71	35.86	36.41
Plan Expenditure other than non-plan Expenditure (in Rs. lakhs)	20.36	—	279.41	284.86	200.00

The programme is being strengthened to establish huge number of central kitchens from where the surrounding schools will be served.

TEXT BOOK

All the Text books up to class V and one Text book of class VI standard in Bengali are distributed free of cost to all the students irrespective of any other considerations. 18 titles in Nepali, 5 titles in Hindi, 4 titles in Urdu, 4 titles in Santhali, (in Alchiki scripts) and 1 title in English text books are also distributed free of cost to the primary students. Free distribution of text book to all the students was first introduced in 1969 during second United Front Government in the state, and "Sahaj Path" volume I & II, written by Rabindra Nath Tagore were first selected as text book in the state by the United Front Government and these two books were printed and distributed free of cost to all the students of the respective classes by the Government as the first phase of free distribution of school text book.

Table VIII

Year	No. of Text-book titles	No. of books distri buted
1976-77	35	1 crore
1977-78	35	1.28 crores
1983-84	49	2.26 ..
1984-85	50	2.93 ..
(Estimated)		

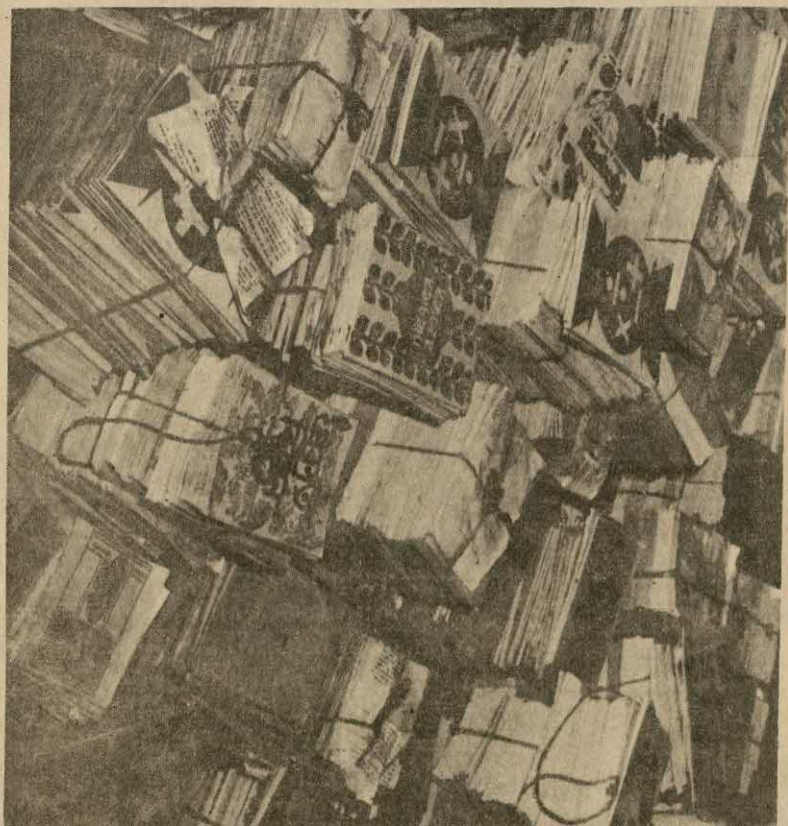


Table IX

Expenditure by State Government for free distributions of Text Book

year	Amount
1972-73	Rs. 17 lakhs
1976-77	Rs. 80 ..
1984-85	Rs. 450 ..

Decision has been taken by the State Government to cover the entire students of Primary level by the scheme of free-distribution of school text books in all the minority languages viz. Hindi, Urdu, Nepali, Santhali (in Alchiki scripts).

The distribution of this huge number of Text books to over 50,000 schools to cover 77 lakh students is himalayan task. Local Panchayat and Municipalities have been associated with this work to help the Government make all the books available to the students at the very beginning of the session.

School Dress

All the scheduled caste and Tribe girls students in the rural area and 40% of girl-students of other communities are supplied with school-dress free of cost. The scheme will be broadened soon.

Other Incentive Schemes

- i) Sports facilities—Adequate arrangements are made to hold games and sports competition among the Primary students at the zonal, district and ultimately at the state level at the expenses of the State Government. The enthusiasm of the children in this scheme can hardly be exaggerated.
- ii) Slates and exercise books are also distributed free of cost
- iii) Ashram type hostels in good number have been set up where the students belonging to Scheduled Caste and Scheduled Tribes can reside to prosecute their studies in congenial atmosphere at the total expenses of the State Government.
- iv) Education has been made free even in urban areas.

The plan expenditure on account of incentive programme for the age group 6-11 are detailed below:

Year	1976-77	1977-78	1980-81	1981-82	1982-83	1983-84	1984-85
Expenditure (Rs. in Lakhs)	85.16	87	115.00	206.54	293.00	343.00	428.74 (Estimated)



School-Building and Facilities

The Fourth Education Survey conducted by National Council of Educational Research and Training (N.C.E.R.T.) exhibits a very melancholy picture of housing facilities of Primary Schools even after 31 years of independence. Lakhs of primary schools have no bare minimum requirements for conducting a school. West Bengal was not immune from that sorry state of affairs. The picture drawn by Fourth Education Survey can be visualised from the following figures:

Table X

On 30. 9. 78

1,886	Primary Schools are held in open air
16	Primary Schools are held in open tents
6,912	Primary Schools are held in thatched huts
16,509	Primary Schools are held in Kutcha Structure
8,713	Primary Schools are held in semi-Pucca building
8,586	Primary Schools are held in Pucca buildings
37,171	Primary Schools had inadequate accommodation

Capital expenses incurred by the State Government for the construction and repair of the Primary School houses in the state are stated below:

Table XI

(Capital Expenditure on Primary School houses)

1947-77	for 30 years	Rs. 14.88 crores
1977-84	for 7 years	Rs. 28 crores

Provision for other School facilities were also extremely poor in India as also in this state. The Fourth Education Survey Reports reveal the state of affairs in West Bengal, as on 30.9.78.

Table XII

Having School play ground	40.7% of schools
Having Furniture	41.9% of schools
Having Black-board	71.3% of schools
Having Water supply facilities	47.7% of schools
Having Lavatories/urinals	22.9% of schools

The picture has been changed now, for bigger budgetary allocation for the purpose by the State Government. Detail data are not yet available.

Primary curriculum and syllabus

After independence a Committee was set up to go into the affairs of curriculum to be followed in Primary Education in 1950 and in pursuance to its suggestion a curriculum was introduced. On the lapse of a few years there was a natural demand from the teaching community and academicians to evaluate the curricula and syllabi. Only in 1974 a Committee was set up for forwarding suggestion to the State Government in this respect, but with no result. In 1978, during the first Left Front Government in the state the said committee was expanded to accommodate the representatives of all the six Primary Teachers Organisations and other veteran educationists of the state. Curricula and syllabi at the primary level were fully re-organised to implement all the suggestions of the Committee. According to it only the mother tongue and no second language was made to be taught in Primary level of education.

Similarly the system of continuous evaluation of the students throughout the year was introduced replacing the traditional system of annual examination for promoting students to next higher classes. It had been decided that through continuous assessment of the students the results were to be made known to the guardians regularly and the short comings if any in any subject of any student were to be tried to be rectified. As a natural consequence, no student could be detained in one class for more than a year. The system along with various incentive programmes had already brought down the rate of drop out to a low level.

State Council of Educational Research and Training had been entrusted with the task of evaluation of curricula and text books.

Primary School Teachers

To commensurate with the rapid expansion of primary education the number of teachers also increased.

Table XIII

No. of Primary Teachers

Year	No. of Primary Teachers
1950-51	43,200
1978-79	1,49,313 (on 30.9.78 according to 4th All India En. Survey)
1984-85	1,70,063 (Estimated)

Although a huge number of teachers had been appointed, the teacher-pupil ratio could not be improved as during this period the enrolment also increased to a very high extent.

In 1977-78, the teacher-pupil ratio was 1:40.9 but in 1983-84 it has gone to 1:44.5

Over the last few years, quotas of teachers had been sanctioned as follows:

Table XIV

New Quota

Showing sanction of quotas of Primary Teachers during 1978-85

	Quota for new Schools	Quota for additional teachers	Total
1977-78	3,000	1,000	4,000
1978-79	3,000	800	3,800
1979-80	3,000	800	3,800
1980-81	3,000	800	3,800
1981-82	3,000	800	3,800
1982-83	nil	nil	nil
1983-84	3,250	800	4,050
1984-85	4,500	800	5,300
	22,750	5,800	28,500

Before the end of 1983, about 17,140 teachers were appointed, and on account of a good number of court injunctions, the rest could not be appointed yet.

In 1960-61, only 31.9% of the primary teachers were trained and the percentage of trained teachers had gone up to 52% now.

Training facilities

In 1973 the total intake capacity of the training institutions was 4,000. At present the scope has been increased.

Table XV

No. of Govt. Junior Basic Training Institute (J.B.T.I.)	No. of Govt. Sponsored J.B.T.I.	TOTAL	Total No. Seats sanctioned
32	16	48	5,595

Except these there are 9 other training institutes where 560 trainees are trained in a year. Two months Training Institutes used to impart training to 120 trainees in a session. 3 sessions are held in a year.

With a view to effectively implementing the system of "Continuous Evaluation of Students" and consequently "No-Detention" policy, 40,000 primary teachers have been oriented for the purpose and this training programme will continue. Inspecting officers are also being oriented so that they may aid and advise the teachers and supervise their work.

Mode of appointment

In every district there is District School Board to administer primary education of the rural area of the district. Urban Advisory Committee of each Municipality is performing the function of administration of primary education in the respective municipality. District Inspector of Schools is the ex-officio Secretary of both District School Board and Urban Advisory Committee. Appointment to the post of Primary teachers is made from the panel prepared by the District Board or urban Advisory Committee as the case may be—and the panel is to be constructed by the Selection Committee appointed by Board/Committee from the candidates sponsored by the Employment Exchange.

Reservation

15% of posts for Scheduled Castes and 5% of the posts for Scheduled Tribes are reserved by enactment. In 1978, only 7.2% of primary teachers belonged to the Scheduled Castes and 1.76% to the Scheduled Tribes. By 1983, these figures increased to 11.4% and 2.2% respectively.

Appointment of Female teachers

Emphasis is given on the appointment of female teacher. According to Fourth All India Education Survey, the percentage of female teachers in West Bengal on 30.9.78 was 21, now it has gone over 30.

Salary and Emoluments of Teachers

In 1947, trained matriculate teacher used to get Rs. 32.50 only and certain category of untrained teachers got only Rs. 20.50 per month. Till the end of second five year plan it was Rs. 75.50 and Rs. 70.50 respectively. During subsequent period the scales were revised but from 1.4.81 it has been substantially revised and many other facilities has been accorded to it. The present pay scales which came into being from 1.4.81, are Rs. 300-685, Rs.280-617 and Rs. 260-537 for trained School Final passed, untrained School Final passed and non-School Final passed respectively. Total emoluments of these three scales will be Rs.734, Rs.686 and Rs. 673 respectively. House Rent Allowance and Medical Allowance are also payable to them for the first time. Dearness Allowance is being paid at the same rate of State Government employees. Retirement Benefit will be as per State Government employees, viz. Pension at the rate of 50% of the last pay, Gratuity, General Provident Fund, Family Pension etc.

The pay is fully paid by the State Government. The expenditure on account of Salary of teachers of Primary School incurred or to be incurred by this State Government are as follows:

1976-77	Rs. 47.08 Crores
1984-85	Rs. 160.00 Crores

Some of the teachers are paid through banks and some are by Money Order at the cost of State Government.

Academic Stagnation and Wastage

The State Planning Board brought out a picture of academic stagnation in Primary classes in West Bengal in a study relating to 1971 data. Table XVI reflects the percentage of students in Primary classes who have spent more than one year in the concerned class.

Table XVI

Showing percentage of stagnation, class-wise in West Bengal, 1971

	Class I	Class II	Class III	Class IV	Class V
Percentage of students spending more than one year	36.54%	26.59%	26.60%	22.62%	18.80%

This stagnation implied wastage of resources deployed in primary education to the tune of 30% and has now been completely eliminated due to

introduction of "Continuous evaluation" and "No-detention" policy.

More pernicious than stagnation is the drop-out of student due to economic factors and economic stagnation. The State Planning Board estimated that of 1000 new entrants to class I in 1960-61, 614 reached class II, 490 reached class III, 392 reached class IV and only 314 reached class V by 1964-65, representing a drop-out rate of 68.6% over class I-V. NIEPA estimated the drop-out rate in respect of new entrants to class I in 1972-73 at 70%. At present this rate has been reduced substantially.

Administration of Primary Education

In order to democratise the whole administration of Primary Education in this State a Comprehensive Primary Education Act was passed which provides for the constitution of West Bengal Board of Primary Education at State level and District Primary School Council at district level. All the Primary Schools were contemplated to come under the umbrella of this Board/Council where majority of the members are elected by primary teachers, municipal commissioners, etc. An Amendment Bill was passed by the West Bengal Assembly to this Act for the purpose of holding the election of the Board and Council and sent to the President of India for his assent, but more than one year has already been elapsed, the assent has not been given nor the bill returned. The State Government is keen to constitute the bodies according to rules.

ELEMENTARY EDUCATION

At the end of the Sixth Five year plan, the perspective of the Planners have shifted from universalisation of Primary education to that of elementary education (age group 6-14). During the Sixth plan period, additional enrolment of the age group 6-14

have been achieved as detailed below.

Table XVII

Showing Additional Enrolment for the age-group 6-14 in West Bengal, 1979-84.

	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85 (target)
Additional Enrolment (6-11) in thousands	—	196	204	214	362	330
Additional Enrolment (11-14) in thousands	—	159	67	240	235	250
Additional Enrolment (6-14) in thousands	—	335	271	454	597	580
Gross Enrolment Ratio (6-11)	85.3%	88.58%	89.12%	89.91%	92.48%	94.31%
Gross Enrolment Ratio (11-14)	42.40%	45.81%	45.96%	51.73%	56.10%	58.86%
Gross Enrolment Ratio (6-14)	70.45%	72.94%	74.32%	76.64%	79.83%	81.76%

During the 6th Five Year Plan the target set before the states and the country as a whole was to reach 95% enrolment for the age-group 6-11 and 50% for age group 11-14. The target for the State was to achieve additional enrolment of 18.97 lakhs for the age-group 6-14. This target is certain to be reached as additional enrolment of the order of 17.77 lakhs has already been achieved in the first four years of the plan. In spite of this remarkable achievement—the State does not feel that the target of universalisation will be feasible by 1990. With its limited financial resources—the State aims at reaching additional enrolment of the order of 17.95 lakhs for the age-group 6-11 and 12.04 lakhs for the age-group 11-14 during 1985-90 reaching the level of 105% enrolment for the age-group 6-11 and 76% for the age-group 11-14.

As with Primary Education gross enrolment ratios of the disadvantaged sections for the age-group 11-14 women, Scheduled Castes and Scheduled Tribes have been trailing far behind the enrolment ratios of the general student. These have been illustrated in Table XVIII which will highlight the added efforts to be undertaken to restore parity to the disadvantaged classes.

Table XVIII

Showing Growth of Enrolment in the age-group 11-14 for women, Scheduled castes and Tribes, 1980-85 (in thousands).

	1979-80	1980-81	1981-82	1982-83	1983-84 (provisional)	1984-85 (target)
Enrolment of Girls (11-14)	674 (34.13%)	737 (36.76%)	750 (36.50%)	860 (41.85%)	985 (46.22%)	1,115 (50.80%)
Enrolment of Scheduled castes (11-14)	170 (21.52%)	172 (21.44%)	176 (21.28%)	177 (20.72%)	178 (20.50%)	182 (20.42%)
Enrolment of Tribes (11-14)	35 (15.42%)	40 (17.39%)	42 (17.72%)	43 (17.76%)	45 (18.07%)	47 (18.36%)

To remove the disparities, the State Government operates the following programmes for the age-group 11-14.

- A. Tuition-fee-free education: Before 1977 education of the girls upto Class-VIII in rural areas only was free, but now it has been made free to all, both boys and girls in towns and rural areas upto Class-XII.
- B. Free tiffin for about 1 lakhs girl students.
- C. Provision of free uniform for girl students of backward classes.
- D. Attendance scholarship for scheduled castes and Tribes of this age-group at the rate of Rs 60 per annum.
- E. Book grants to poor and meritorious girl students and students of educationally backward communities of this age-group at the rate of Rs 60 per annum.
- F. Setting up of Text Book banks in Junior High Schools in backward areas.

- G. Ashram Type Hostel with Junior High Schools for Scheduled Castes and Tribe Students, and full hostel charges are paid by the State Government.

On account of above schemes, the expenditure incurred by the State Government have been detailed in Table XIX

Table XIX showing plan Expenditure on Incentives for Elementary education for the age-group 11-14.

Plan Expenditure On Incentives for Elementary Education (11-14)	(Rupees in lakhs)					
	1976-77	1980-81	1981-82	1982-83	1983-84 (Pov).	1984-85 (Budget- ed)
	15.38	76.79	56.74	38.28	100.28	125.00

In addition to the above, the Scheduled Castes and Tribes Welfare Department operates a few educational schemes for scheduled castes and tribes students. These are listed below.

- A. Provision of Book Grants and Examination Fees: These are provided at varying rates for students of class V to class X. The budget provision for 1984-85 is Rs 136.50 lakhs for scheduled castes and Rs. 20.07 lakhs for scheduled tribes students.
- B. Hostel charges to scheduled castes and tribes students:
Hostel charges @ Rs. 75.00 per month are paid to S.C and S.T. beneficiaries. The budget provision for 1984-85 is Rs. 296 lakhs for S.C. and Rs 19.34 lakhs for S.T. students.
- C. Payment of compulsory charges (fees other than tuition fees levied by schools) for S.T. students: There is a budget provision of Rs 6 lakhs on this head for 1984-85.

- D. Maintenance grant for students not residing at hostels @ Rs 20 per month for 12 months:
The budget provision for 1984-85 is Rs 94 lakhs for S.C. and Rs 70 lakhs for S.T. students.
- E. Coaching arrangement for S.C. and S.T. students:
Group-coaching for 10 students in a batch is arranged. The budget provision for 1984-85 is Rs 15 lakhs for S.C. and Rs 12 lakhs for S.T. students.
- F. Post-matric scholarships for deserving S.C./S.T. students:
The budget provisions for 1984-85 is Rs 144 lakhs for S.C. and Rs 25 lakhs for S.T. students. This represents the state's share in 50:50 centrally sponsord schemes.

SECONDARY EDUCATION

Enrolment

Over the period 1977-78 to 1984-85, there has been wide spread expansion in secondary education. Enrolment in secondary classes both for the age-group 11-14 and 14-16 has expanded apace. The enrolment spurt has been contained in existing schools with provisions of additional class-units (with teachers), by opening new recognised Junior High schools, by up-grading existing 2-class Jr. High Schools (class V to VI) to 4-class Jr. High Schools (class V to VIII) and by up-grading Jr. High Schools to High Schools.

Table XX illustrates the growth of the secondary education system over the past seven years.

Table XX
(in lakhs)

	1977-78	1978-79	1979-80	1980-81	1981-82	1982-1983	1983-84	1984-85
Enrolment (11-14)								
class VI-VIII	15.11	16.55	16.84	18.43	19.10	21.50	23.85	26.20
Enrolment (14-16)								
class IX & X	5.82	6.30	6.78	7.06	7.48	8.20	8.50	9.00
Total	20.93	22.85	23.62	25.49	26.58	29.70	32.35	35.20

These figures may be compared with two previous figures.

1947-48	Enrolment (11-16)	5,22,500
	Class VI to X	
1960-61	„	10,04,338

Between these two periods two districts viz. Cooch Behar and Purulia were annexed with West Bengal. In spite of that during this 13 years the enrolment increased by less than 100% and during 17 years from 1960-61 to 1977-78, the increase is about 100%; but from 1977-78 to 1984-85, for only 7 years this increase is about 95%.

Table XXI
Number of Schools

	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85
Number of Jr. Schools	3,467	3,581	3,573	3,696	3,695	3,669	3,685	3,885
Number of High Schools	4,877	4,996	5,105	5,184	5,186	5,341	5,333	5,653
Total	8,344	8,577	8,678	8,880	8,881	9,010	9,018	9,538
Average Enrolment Per School	251	266	272	287	299	330	358	369

In 1947-48, the number of Secondary Schools were 1903 and in 1960-61 it came to—4,316. To encourage secondary education, school education has been made free. Before 1977 boys from class V to class XII and girls student of towns from class V to XII and girls of rural area from IX to XII had to pay the tuition fees, but it has been made tuition fee free up-to class XII by the Left Front Government of the State.

The West Bengal Board of Secondary Education, constituted under an Act, has the statutory authority to recognise all secondary schools—Junior High or High. State Government is to recommend the schools for recognition or up-gradation to the Board. Some schools though established within this State are not recognised by the Board—but they are either recognised by Central Board of Secondary Education, Delhi or Indian Council of Secondary Education of-course, on the recommendation of State Government. During last seven years, the Board recognised/up-graded 1,856 schools as detailed in Table XXII.

Table XXII

Number of schools recognised/upgraded by the Board during years from 1977 to 1984 (up to August).

	Junior High Schools (new)		Junior High upgraded from 2 to 4 class		up graded X Class High schools	
	Boys/co-education-al	Girls	Boys/co-education-al	Girls	Boys/co-education-al	Girls
1977	—	—	—	—	2	—
1978	185	48	—	—	103	16
1979	63	38	—	—	75	34
1980	177	25	—	—	60	19
1981	1	—	—	—	—	2
1982	119	20	57	5	142	23
1983	24	4	—	—	11	1
1984	—	—	—	—	—	—
(up to August)	207	25	114	18	196	42
Total	776	160	171	23	589	137

Secondary Schools are so widely established throughout the State that 95% of habitation with population exceeding 500 are served by Junior schools within 5 k.m. and 93% of habitation with Population exceeding 2000 are served by High schools within 8 k.m.

School Facilities

The Fourth Education Survey of India demonstrates a gloomy picture even for secondary education. The situation on 30.9.78 can be shown in the following table.

Table XXIII

In 80% of Middle Schools (Junior High)	Short of accomodations
.. 83% High ..	 "
.. 53% Middle Schools	inadequate furniture
.. 27% High ..	 "
.. 428 Middle Schools	no provision for drinking water
.. 437 High ..	 "

To overcome these defects, the State Government has adopted a number of schemes for providing school facilities.

Table XXIV

Capital Grant for construction of school building

Repair Grant
Furniture Grant
Science Laboratory Grant
School Library Grant
Science Education in Junior School Grant
Work Experience for Junior School Grant
Work experience for High School Grant



Rs. 21.18 crores

It may be mentioned that the total amount granted for construction, repair, library, laboratory etc. for schools for 30 years from 1947-48 to 1977-78 was Rs. 30 crores only.

Curriculum : With a view to providing sufficient opportunity to the children of the State belonging to different linguistic groups to acquire substantial knowledge in their respective language, mother-tongue is taught compulsorily from Class-I to Class-XII and provision for teaching seventeen languages as first languages has been made in the schools of the State and the West Bengal Board of Secondary Education and West Bengal Council of Higher Secondary Education take examination in all those seventeen languages at X and XII level.

In addition to it students are permitted to write answers in Bengali, Nepali, Hindi, Urdu, Oriya and English. Proposals for extending this facility to the children of other linguistic groups are under consideration.

Since English occupies an important place in the socio-political life of the country, it is taught compulsorily to all children of Secondary Schools for seven years from Class-VI to XII and to pass school leaving certificate examination. Both, at X and XII level a candidate must have to clear the subject.

Another language selected by the pupils either from Indian classical languages or from Modern Indian Languages or from Modern European languages is

taught compulsorily to children of Classes VII and VIII. Pupils having special interest and aptitudes for language may opt that language as Additional Optional subject at the Madhyamik (at the end of Class-X) Examination. After qualifying at the Madhyamik level those students become eligible for higher studies in the language.

Curriculum of this stage of education are prescribed by the West Bengal Board of Secondary Education on the recommendation of Board of Studies.

Examination

Table XXV

Number of examinees are also showing consequential rise, and the overall results of them are also improving.

Madhyamik (Secondary) Examination

Year	Total Candidates Appeared	Percentage of successful Candi- dates	Percentage of First Division	Percentage of Second Division
1978	2,25,748	43.29	5.58	25.85
1984	2,70,363	57.96	8.24	31.95

Examinations are held by March and results are published within 75 days after the completion of the examination. Uncertainty in holding examination and publishing results, disruption of examination by vandalism and mass-copying in the examination hall which were the characteristic feature in this state before 1977, have been completely wiped out and complete academic discipline in the arena of examination has been restored.

Teacher

Along with a growth in the number of secondary institutions and enrolment, the growth of secondary teachers both qualitatively and quantitatively have been commensurate with. The following table establishes the fact conclusively.

Table XXVI

Showing growth of number of secondary school teachers.

1947-48	1960-61	1978-79	1983-84	1984-85
17,631	40,258	74,964	1,25,000	1,33,500

With the tremendous rise in the enrolment in the existing schools, additional posts for teachers have to be created which will be seen in the following table

Table XXVII

Additional Quota of Teachers sanctioned

	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85
Junior High	500	1,000	1,000	—	—	2,000	1,000
High	1,000	3,000	—	—	—	6,000	6,000

Secondary teachers in this State are wellqualified, under-graduate teachers are few in number and appointment of under graduate teachers has been stopped by Government order. About 50% of teachers are either Honours Graduate or Post-Graduate degree holders and well above 60% are trained.

Training Facilities for teachers

45 Teachers Training Institutions are there in the State and annually 4,100 freshers and 3,500 deputed teachers from secondary schools are admitted, of

these 6,100 come out successful in average. The deputed teachers are paid their pay and allowances as usual and all the freshers are awarded stipend.

Service conditions of teachers and employees:

The teachers and employees of schools are entitled to get House Rent Allowance and Medical Allowance. At the same time they are getting Dearness Allowance at par with State Government employees.

The retirement benefit of them are also equal in all respects to that of State Government employees i.e. Pension at the rate of 40% to 50% of the pay last drawn, Gratuity of 16½ months salary not exceeding Rs. 36,000.00, General Provident Fund, Family Pension, Provision for Commutation of Pension etc.

Before the installation of Left Front Government in this State more than 50% of secondary schools were out side the scheme of salary deficit. Consequently the pay of teachers and employees of these schools were unprotected and uncertain. By 1979, about 99% of the schools have been brought under Grant-in-Aid scheme by dint of which the entire salary and allowances of them are directly paid by the State Government through nationalised banks. As a result the expenditure in the sector has been multiplied within a short span of last seven years.

Salary and other Allowances Expenditure in 1976-1977 was Rs. 59 crores.

Salary and other Allowances Expenditure in 1984-85 comes to Rs. 166 crores.

No teaching or non-teaching staff can be suspended or dismissed without the prior approval of West Bengal Board of Secondary Education and the teacher or employee concerned are entitled to prefer appeal to Appeal Committee (of the Board) headed by a man of Higher Judicial Services of the State. The Appeal Committee functions as quasi-judicial body and is disposing a huge number of cases.

State Government Sponsored or Aided Secondary Schools pay scales in upto Class XII Standard

1) Head Master/Head
Mistress of High/
Higher Secondary
Schools/High Mad-
rasha

- i) Rs. 660-1,600 with higher initial start at Rs. 940 plus Spl. pay of Rs. 100 for Heads of (10+2) Higher Secondary Schools only.
- ii) Rs. 660-1,600 with higher initial start at Rs. 940 for Secondary Schools.

2) Head Master/Head
Mistress of Jr. High
Schools/Jr. Madrasha

3) Asstt. Head Master/
Asstt. Head Mistress

4) Assistant Teachers

Pay as Teacher according to qualification and Spl. pay Rs. 75.

- i) Rs. 550-1,470 (for Trained Master's Degree Holders). Total initial emoluments including all allowances Rs. 1143.70.
- ii) Rs. 500-1,360 (for Trained Honours Graduates). Total initial emoluments including all allowances Rs. 1063.70.
- iii) Rs. 440-1,170 (for Trained Graduates). Total initial emoluments including all allowances Rs. 977.70.

- iv) Rs. 360-815 (for Intermediate) Rs. 300-685 (for Trained Matriculates)
- i) Rs. 280-617 (for Untrained Matriculates)

5) Clerk

6) Librarian

- i) Rs. 300-685 (Matriculate)
- ii) Rs. 260-537 (Non-Matriculate)
- i) Master's degree holder with Diploma in Library Science—Rs. 440-1,170 with higher initial at Rs. 560. Total emoluments including all allowances Rs. 1153.70.
- ii) Graduate with Diploma in Library Science — Rs. 550-900.
- iii) Matriculate with/without Certificate in Librarianship—Rs. 300-685. Total emoluments including all allowances Rs. 737.70.
- iv) Others (Non-Matriculate) Rs. 260-537. Total emoluments including all allowances Rs. 643.70.
- Rs. 220-388. Total emoluments including all allowances Rs. 551.70.

7) Class IV Staff

West Bengal Board of Secondary Education

It came into being in 1951. It has been re-constituted under the Act of West Bengal Board of Secondary Education Act. 1963. Management of Schools, framing of curricula and syllabi, approving text books, administering examination etc. are the main functions of the Board. Some text books are published by it.

Almost entire expenses of the Board is met by the State government and in 1983-84, Rs. 60,00,000 has been sanctioned to it as Grant-in-Aid. Total member of the Board is 58, and teachers' elected representatives are 34 of them.

Higher Secondary Education

West Bengal discontinued the old system of 11-class Higher Secondary system and switched over to the 10+2 system with effect from 1976. The West Bengal Council of Higher Secondary Education was set up by Act to guide, control and supervise the higher secondary education. This system recognises two major streams: the general stream and the vocational stream.

In general stream, to begin with, Higher Secondary Course were introduced both in schools and colleges and in few independent institutions teaching only class XI and XII. After 1979, a policy was adopted not to open Higher Secondary courses in any college. Existing Higher Secondary course in colleges are being continued to relieve the pressure on Higher Secondary Schools.

From 1976-77 to 1984-85, there has been a steady expansion in Higher Secondary education. Table XXVIII illustrates this.

Table XXVIII showing growth of Higher Secondary Education
1977-85 (general stream).

	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85
No. of Schools	743	897	967	993	997	1004	1005	1035	1064
No. of Colleges	164	235	257	269	269	269	269	269	269
Enrolment	58,586	1,61,515	2,26,650	2,53,292	2,75,288	2,97,321	3,14,659	3,41,555	3,52,000
Enrolment per Institution	65	143	185	201	217	234	247	262	264

This demonstrates the staggering growth of Higher Secondary education during the last seven years. Together with the growth in the number of institutions, there has been increased utilisation of the capacity of the institutions. The system has also spread to all parts of the State and even the most backward areas also are enjoying the benefit of the existence of such institutions.

For qualitative improvement of Higher Secondary education, funds have been made available for construction of additional class-rooms, purchase of furniture, expansion of laboratory and library facilities.

Table XXIX

Showing expenditure (in Rupees lakhs) on development of Higher Secondary Education.

	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85
Capital-Grant-	45.98 (81)	402.90 (640)	6.00 (1)	—	—	—	—	—
Furniture-Grant-	—	—	30.00 (750)				17.50 (350)	30.00 (600)
Laboratory-Grant-	—	—	42.00 (600)	53.10 (852)	—	9.50 (850)	45.00 (900)	45.00 (900)
Library-Grant-	—	—	22.50 (750)	19.00 (950)	—	—	12.00 (600)	18.00 (900)

(figures in parenthesis indicate number of schools benefited)

Vocationalisation

Simultaneously with the introduction of General Stream course at the Higher Secondary level, the State chose to introduce vocationalisation at the + 2 stage in 1976. There are currently 57 institutions offering vocational courses. Only 7 institutions admit girls. The syllabus allows five broad groups—Agriculture, Technical Education, Trade & Commerce, Paramedical and Industry.

Table XXX shows the enrolment in vocational stream at this stage.

Table XXX

	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84
Enrolment	1,900	3,900	4,300	4,600	4,300	4,300	3,789	2,889

However the State Government likes to place very high priority to this stream of education and a high power committee has been set up for forwarding necessary recommendations to the state government.

Higher Secondary Council

It was constituted in terms of the West Bengal Council of Higher Secondary Education Act 1975. Recognition of Higher Secondary Schools, framing of syllabi and curricula supervision of academic activities, publication of some text books, controlling Higher Secondary Examination are the important functions of the Council. The Council prepares curriculum in accordance with the suggestions of Board of Studies of different subjects. Before finalisation of the curriculum and syllabus, the Council tries its best to receive the suggestions of Teachers Organisations and academics. Main source of income of the Council is the State Government grants.

Table XXXI shows the results of the Higher Secondary examinations over the past few years.

Table XXXI

	1979	1980	1981	1982	1983	1984
No. of Candidates appeared	1,03,264	1,45,886	1,61,676	1,88,348	2,07,870	2,21,938
Male	72,264	1,00,332	1,12,662	1,29,557	1,41,996	1,43,507
Female	31,000	45,554	49,014	58,811	65,874	78,431
Percentage of candidates passed	40.36	50.59	48.33	45.31	50.43	49.46
Div. I	1,298	3,001	3,857	4,662	5,263	5,366
Div. II	12,646	22,473	21,918	26,960	31,200	31,774

State Council of Educational Research and Training

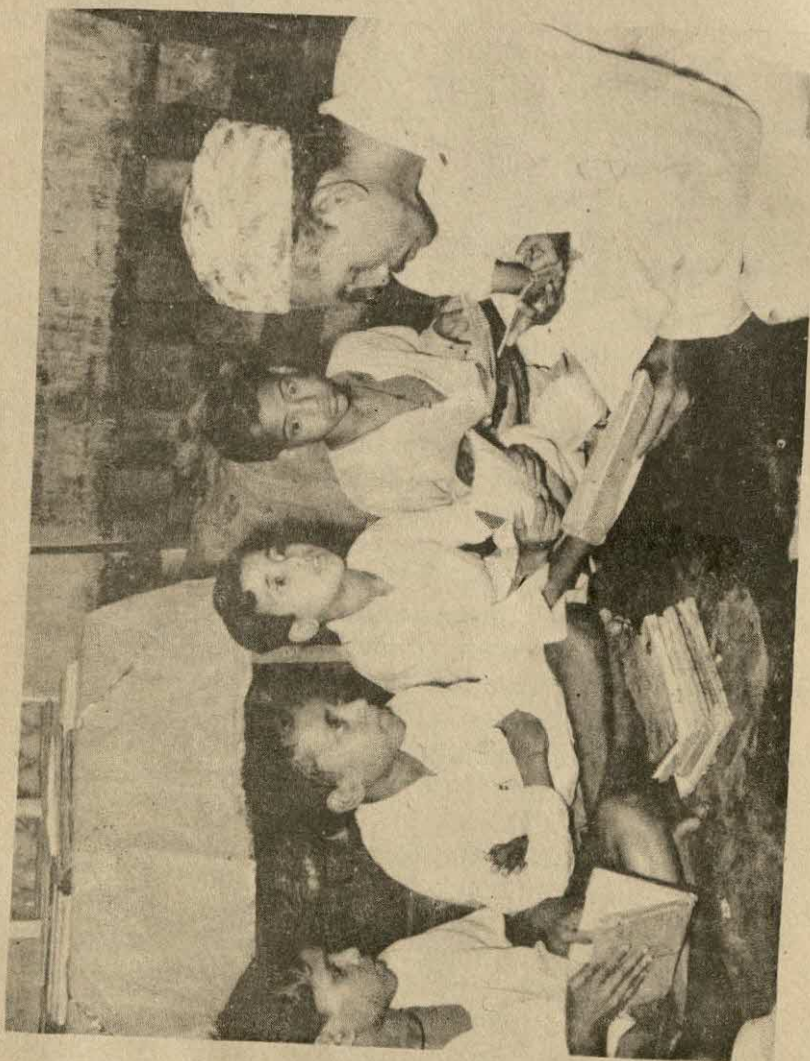
On the pattern of the NCERT, the State Government set up a State Council in the year 1978, though the Council became fully functional only in 1983 with the joining of a full-time Director.

The SCERT was entrusted with preparation of text-books and instructional materials for primary classes. The Council was involved in preparation of 52 primary text-books being currently used. Apart from this, manuscripts of 5 teachers' guide-books for classes I & II have been prepared by the Council. The Council has also recently undertaken a review of all primary and secondary text-books in use from the point of view of national integration.

The SCERT was in charge of orientation of 40,000 primary teachers and head teachers. This was done in three phases. In the first phase, 100 key persons were trained at the State head-quarters. In the second phase, with the help of these key persons, 1000 resource persons, Inspectorate Officers and JBTI lecturers/principals were trained. Finally, utilising the services of these resource personnel, 40,000 teachers were oriented in all 47 JBTI of the State.

The SCERT is in charge of three UNICEF-assisted projects in the State. In Primary Education Curriculum Renewal (PECR), the SCERT has developed instructional materials after try-out at 30 projects school. Under the comprehensive access to Primary Education (CAPE) project, the project team has developed learning materials for use at Non-Formal Education Centres. Under the Developmental Activities in Community Education and Participation (DACEP) project, two villages in 24-Parganas and Purulia districts have been adopted for project work.

The SCERT had been entrusted with implementation of the Population Education Project and has undertaken a status study of the existing syllabus, developed relevant portions of the curriculum and prepared supplementary instructional materials. The Educational Technology Cell of the SCERT has



Primary School for Muslim Students

been involved with the work of planning, preparation and broadcasting of Educational broadcasts. Utilisation of educational INSAT-IB broadcasts is expected to start soon with installation of necessary facilities.

Apart from other research programmes, the SCERT has also undertaken a study of the evaluation of the "No-Detention" with continuous Evaluation on primary education throughout the State.

Madrasa Education

Madrasa Education in the State was most neglected subject before 1977. After the formation of Left Front Government in the State, due importance has been given upon this traditional system of education. Madrasa Syllabus and curriculum have been modernised to keep pace with the general education without losing its special characteristics. The senior Madrasa had been traditionally imparting Muslim religious instructions, but following the recommendations of an expert committee set up in 1978, the curriculum of senior Madrasa has been radically changed. Along with traditional subjects, subjects like social science, life science and physical science have also been included in the course content, so that students passing from these institutions may take the opportunities of wider world.

The teachers of Madrasa did not enjoy any scale of pay or government grant. But Left Front Government has taken full financial responsibility to pay them at the same rate of pay scales and allowances as other secondary teachers are enjoying. Same retirement benefit have been ensured for them.

During the span of seven years there has been remarkable expansion in Madrasa education in the State. Table XXXII shows it.

	High Madrasa	Junior High Madrasa	Senior Madrasa
Recognised upto 1976-77	96	140	74
Recognised upto 1984-85	62	34	19
Total:	158	174	93

For academic Supervision over Madrasas the West Bengal Madrasa Education Board has been set up. The Board grants recognition to Madrasa, hold the High Madrasa examination, conduct MM and FM examinations and also looks after the management and service conditions of teachers of all Madrasas.

State Government's financial liability will be shown in the Table XXXIII

Table XXXIII

Only the plan expenditure for Madrasa Education.
(Rupees in Lakhs)

1980-81	1981-82	1982-83	1983-84	1984-85
8.32	32.27	100.45	110.45	120.00

Total expenses incurred by the State Government for the Madrasa Education were in

1976-77	Rs. 5.20 lakhs
1984-85	Rs. 6.00 crores

Sanskrit Education

Traditional schools for Sanskrit education are "Tols" and "Chatuspathis" and these are also under the grant-in-Aid and academic supervision of the State Government. The State Government has set up the Vangiya Sanskrit Sahitya Parisad as an academic body for supervising the functions of 'Tols'. The body also serves as the nodal agency. Grant-in-Aid to 'tols' is also released through them. Currently there are 846 'tols' with 25,000 students and government annually spends about Rs. more than 30 lakhs for the purpose.

Non-Formal Education

The Scheme of part-time non-formal education centres for extending part-time education to unenrolled children and drop-outs was introduced experimentally during the Fifth Plan period. Subsequently, it was identified by the Working Group of the Planning Commission that the hard core of the unenrolled children and the drop-outs from the formal schooling system belong to the weaker sections—Scheduled Castes, Scheduled Tribes, landless labourers and urban slum dwellers and a large majority of them were women. These disadvantaged classes could not be introduced into the formal system and it was decided to provide non-formal schooling facilities with flexible hours close to their homes so that the children could pursue their usual economic activities simultaneously.

With these ends in view, Non-Formal education rapidly snow-balled into a major programme of the education department during the Sixth Plan period. The Government of India introduced a Centrally Sponsored Scheme on 50:50 cost sharing basis for opening of Non-formal Education Centres. Subsequently, a separate scheme on 90:10 cost sharing basis for girls' Non-formal education centres was also introduced in 1983-84. The State Government



Non-Formal Education Centre

has utilised both the Schemes effectively and the expenditure on the scheme during 1984-85 will be Rs.134 lakhs.

The programme expanded at a tremendous pace. By 30.9.84, there were 17,119 NFE Centres in the State with 4,29,770 beneficiaries, 1,90,340 of whom were girls. 3184 NFE Centres were run by voluntary agencies and the rest by the State Government. Table XXXIV illustrates the expansion of Non-formal education system over the past five years. 8460 NFE Instructors have been given orientation training.

Table XXXIV showing the growth of Non-formal education 1980-85

Year	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85 (target)
No. of NFE Centres	3208	11,308	13,052	15,051	16,660	18,260
No. of Instructors	3208	11,308	13,052	15,051	16,660	18,260
No. of Learners, 9-14 (in thousand)	49.2	160	234	301.4	416	456

Simultaneously, to improve the quality of non-formal education, the administrative arrangements for supervision have been strengthened both at the directorate level and at the district level. A district-level Committee has been set up to supervise functioning of the centres to ensure involvement of Panchyats and local bodies with running of such centres. The curriculum for non-formal education was finalised in 1983 and instructional materials have been developed. NFE instructors have been oriented till date. However, with all the growth, the coverage of NFE centres remain insignificant compared to the number of unenrolled children and drop-outs amongst the children of age-group 9-14 and the programme is yet to make a real dent on illiteracy.

Library Services

With the object of stamping out illiteracy, helping neo-literates, propagating decent and life oriented culture and serving the people as information bureau, the net-work of libraries has been expanded through out the State during the last seven years. The West Bengal Library Act was passed in 1979 and a huge number of libraries have been set up since then to cover the entire area of the State.

Following table will show the expansion of libraries in the State.

Table XXXV

Year	District Libraries	Sub-Divisional/ Town libraries	Area/Primary/ Rural Libraries
1978-79	17	35	701
1984-85	21	120	2,276
Total	38	155	2,977

Expenditure on Library Account

Taking into consideration the importance of libraries in our national life. The State government, in spite of its financial constraints has come forward to strengthen the libraries and to put it on sound footings. Table XXXVI will show the increased financial burden of the Government for the purpose.

Table XXXVI

Annual

Government Grant to each Library (in Rupees)

Year	District Libraries	Sub-Divisional/ Town libraries	Area/Primary/ Rural libraries
1978-79	5,000	3,000	600
From 1979-80 onwards	50,000	10,500	4,000

At present the librarians and other employees of every type of libraries are getting their salaries and other allowances, even the retirement benefit at par with the State government employees of the West Bengal. Before 1977 annual expenses for the development of libraries from State government budget was Rs. 9,66,000 and every year the expenses are increasing and this year it will be Rs. 1,15,52,000. The total budget provision for Library Services for the current year is over Rs. 6 crore.

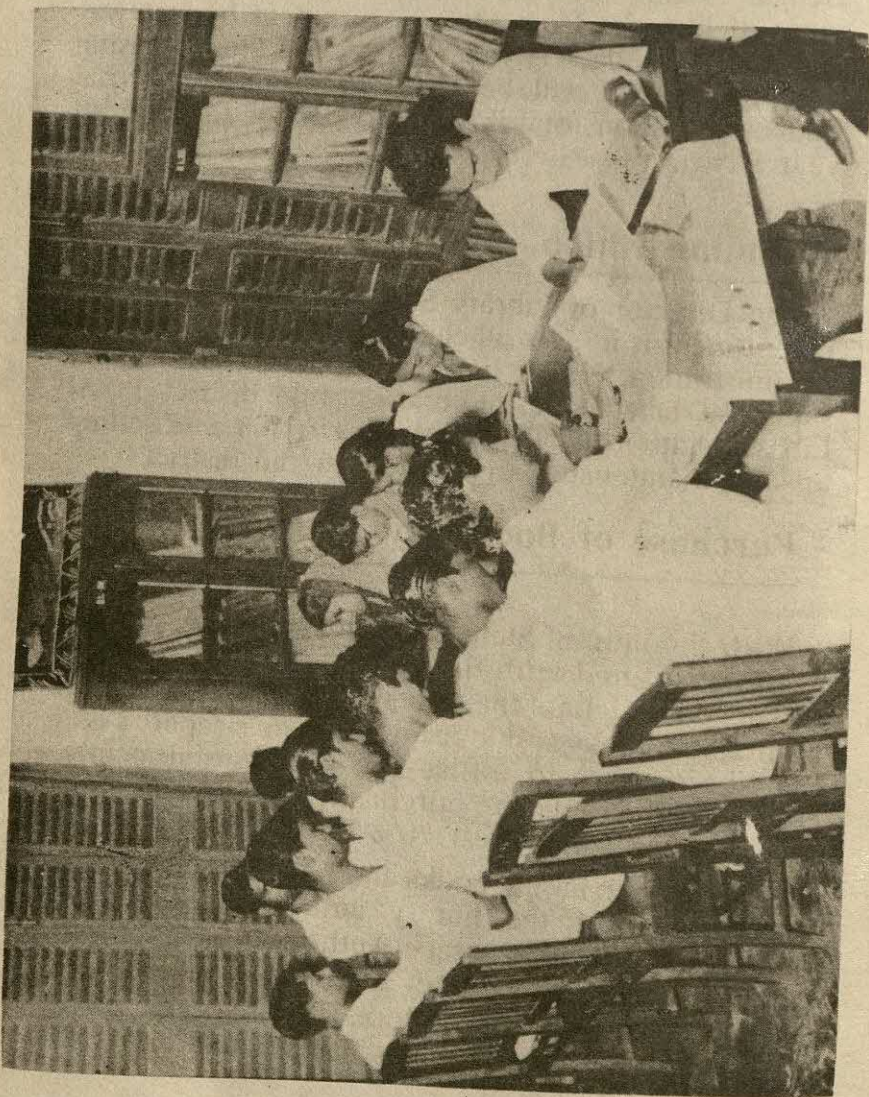
Administration

The Director of Library Services under Education Department is in over all charges for looking after the administration. Under him district library officer will supervise the activities of libraries of the district. Local Library Authority in each district is in charge of setting up and maintenance of libraries in the district.

Purchase of Books and Journals

With the help of State Library Council which has been constituted with dignitaries of library science and academicians of the state, a long book list of more than 1,500 books and journal has been prepared and the libraries are to utilise up to 30% of the total government grants for purchasing books and journals from this list. Rest 70% of the grant may be utilised for purchasing books and journals according to the decision of the library authorities subject to ratification of Local Library Authority. Under the auspices of this Directorate and Publishers/Book sellers, State and District Book Fair are organised so that all the libraries within the adjacent areas may select and purchase their books.

A Reading Room of a library



Pay scale of librarians and other staff of libraries

Sponsored/Aided Libraries/District Libraries

- | | |
|---|---|
| 1. Librarian (Master/Hons. Degree holder with B. Library Science) | (1) For Master Degree holders with Diploma in Library Science Rs. 440-1170 with higher initial at Rs. 560 |
| | (2) For Hons. Graduate with Diploma in Library Science Rs. 425-1050 |
| 2. Librarian (Pass Graduate with B. Library Science) | Rs. 425-1050 |
| 3. Assistant Librarian (Pass Graduate with B. Library Science) | Rs. 425-895 |
| 4. Library Assistant | (1) Rs. 425-895 for graduates with Diploma in Library Science |
| | (2) Rs. 300-685 for Matriculates with/without Certificate in Librarianship) |
| | (3) Others (Non-Matric) Rs. 260-537 |
| 5. Library Attendant | Rs. 230-414 |
| 6. Peon/Cleaner/Darwan-cum-Night Guard Duftry-cum-Book Binder | Rs. 220-388 |
| 7. Driver/Driver-cump-Operator | Rs. 280-617 |

Sub-Divisional/Town Library

- | | |
|---|---|
| 1. Librarian | Rs. 425-1050 with higher initial at Rs. 530 (for Graduates with Diploma in Library Science) |
| | Rs. 300-685 (Matriculate with without Certificate in Librarianship) |
| 2. Library Assistant | Rs. 300-685 (for Matriculates with/without Certificate in Librarianship) |
| 3. Duftry-cum-Book Binder/
Durwan-cum-Night Watchman | Rs. 220-388 |

Rural/Area/Primary/Unit Library

- | | |
|--|---|
| 1. Librarian | (1) Rs. 300-685 (for Matriculates with/without Certificates Librarianship) |
| | (2) Rs. 280-617 (for Others) (Non-Matrics) |
| 2. Peon/Cycle Peon, (Special Types of Libraries) | Rs. 220-388. Revised scales will be admissible provided the employees are on whole-time employment. |

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